

Leaders Make A Difference, NOT Excuses!

Command Voice

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Family Support & Information Newsletter Supporting HQ Co, 306th MI Bn

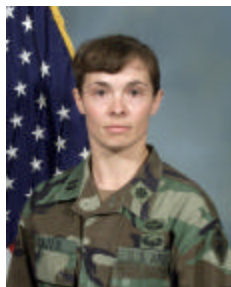
March 2001



“A Little Help, Please!!!!”

SPC Kimberly Jackson shows other soldiers that leaping over tall buildings, or walls in this case, is not as easy as it sounds. SPC Jackson and other HQ Company soldiers navigated through the Grenade Assault Course (Range 5) on 20 February 2001. Soldiers began the day by forming up at Apache Flats and then ruck marching to and from Range 5, about 6 miles round trip. Upon arrival at Range 5, SSG Michael Stevens and CPL Troy McDonald (Range Control Cadre), gave training on grenade identification and throwing techniques. After the short block of instruction, the soldiers walked through the course so that they would understand what was expected of them. Then the soldiers were paired up and navigated the course using buddy movement techniques. “Cover me while I move out”, “Cover me while I throw my grenade”, and “I got your covered” were common phrases for the day. The soldiers navigated the course twice, once for familiarization and once for time. After the competition, two teams tied for First Place.

Commander's Column



This is my last Company Newsletter so I will attempt not to be too sappy. I truly have had FUN during the eighteen months as company commander! The job is definitely the best one that I've had in the Army. The people are what make the job and I have worked with outstanding people.

To all the directorates and sections, I appreciate your mission at Fort Huachuca and especially thank you for the excellent support you have given our company. The NCOs and soldiers, you are true professionals--you've many aspirations, you've crossed all bridges with confidence, you've seen problems as opportunities for growth, you've turned failures into success stories. You are the reason I enjoyed coming to work—even with the good, bad or indifferent.

To the family and friends of our company, especially the ones I've had the pleasure of talking with or meeting. I have enjoyed it, even when the occasions were not always on good terms. Your support at the intramural sporting events, post events are very much appreciated and especially the support to your spouse. Thank you.

I have been very fortunate to work for two tremendous Battalion Commanders and to receive guidance from two outstanding Command Sergeant's Major and two exceptional Battalion Executive Officers. All have cared for soldiers and have used common sense (this is not the norm). I've depended on their leadership, mentorship and support. (You are right, my evaluation is not written yet). Seriously, they have been extremely

helpful and have afforded me the opportunity to make mistakes, learn and grow and run the company my way.

I could not have asked for a better Company Headquarters. My two supply sergeants, I could trust with my life, as well as all the property. Both advised me and ensured we did the "right things" for all supply/accountability issues. As far as our three Operations and Training NCOs, I know they will excel in all their endeavors based on their outstanding performance in the office. My three Executive Officers, all women, are destined for success. They have been the most professional, reliable and dedicated lieutenants I've known. 1SG Roberts is the BEST First Sergeant. I have heard this from junior soldiers, NCOs, senior NCOs and officers at all grades and completely agree. He has made HQ the best company on post and has been the pulse of the company. I am tremendously grateful for his dedication, hard work and many contributions to the unit and Fort Huachuca. I am especially thankful to his family for their understanding and support.

My time here has been a distinct privilege and honor. I invite you to the Change of Command in June where I will relinquish my command to CPT Jennifer Smith-Heys. She has considerable Military Intelligence experience and will continue to improve on the success of Headquarters Company. The date, time and location of the Change of Command is still to be determined. I will not be going far—am slotted to instruct the Military Intelligence Officer Basic Course at Fort Huachuca. Wish you the best in your future goals and once again, I enjoyed working with all.

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The *Command Voice* is an authorized unofficial family support and information newsletter published under the provisions of AR 360-81. Reproduced at the Fort Huachuca printing office, *Command Voice* serves as an information medium for the soldiers and families of Headquarters Company, 306th Military Intelligence Battalion. Opinions expressed in *Command Voice* do not necessarily reflect the opinions and policies of the Department of Defense, Department of the Army or any of their commands, agencies or affiliates. Material selected for publication is subject to editing. Manuscripts and photos submitted for consideration should be sent to:

Commander,
HQs Co., 306th MI Bn.
ATZS-BDN-H
Fort Huachuca, AZ 85670
(520) 533-3216 First Sergeant
robertsm1@hua.army.mil

Staff:

Commander:
CPT Monica M. Cater
Executive Officer:
1LT Mindee L. Summers
First Sergeant:
1SG Michael W. Roberts
Operations & Training NCO:
SSG(P) Jeffrey A. Hellen
Editor:
1SG Michael W. Roberts

Top Notch - Farewell...



The time is drawing near for me to say goodbye to my Headquarters Company Family. I became the First Sergeant of the best company on Fort Huachuca in August of 1998. The past 2 1/2 plus years have been a blur, but at the same time they have been an absolute pleasure. My beautiful wife, who has supported me all the way (and I love her and thank her so much for that) may say different, but I would not have traded one minute of my time at the company for anything in the world. The long days, short weekends, telephone calls in the middle of the night have been trying on the mind and body, but have also helped me grow as an individual. Over this time I have seen so many soldiers come and go, and so many changes take place.

I have had the pleasure of working with 3 Company Commanders, 3 Battalion Command Sergeants Major, and 2 Battalion Commanders. My first Commander was CPT Keith D. Filer. CPT Filer and I did not have much time to work together. I had only been at the company for a little over a month when I was sent to the First Sergeant's Academy. While I was attending the course, the company underwent a Change of Command and CPT Stanley D. Holt came on board.

CPT Holt and I developed a great working relationship and bond with each other that I believe truly enhanced the environment within the company. We reached a point where we knew what the other was thinking without having to speak a word. This kind of relationship in a Command Team is always at the top of a wish list, but seldom attained.

In October of 1999, CPT Monica M. Cater took over as Commander of this great company. I am very fortunate that the kind of Command Team relationship I spoke about earlier began to develop again. CPT Cater and I developed that same bond and with her guidance, trust, and confidence have taken the Company higher than I ever expected. CPT Cater, MAJ Cater, and little Miss Alex, the Cater's beautiful daughter, have been great friends to my family and me. We will remember them always! CPT Cater is departing shortly after I do as well. I am confident that the ground work we have developed for this unit will carry on and support all of our soldiers far into the future.

I thank CSM Gary Kaas for allowing me the opportunity to lead this company. CSM Kaas and I worked closely together as well. He gave me enough rope to do the things that I wanted to do in the company. If I started to go too far, he would give the rope a tug and then allow me to continue on. About one year after my arrival, CSM Avant took over as the Battalion CSM. CSM Avant was a great asset to the Battalion, but soon departed for the 305th MI Bn. This change saw CSM Charles M. Goodman come on board. CSM Goodman has been awesome. He guided the Battalion through a very trying time with

the restructure. I have talked about the restructure at length in past newsletters and will not dwell on it anymore. Needless to say, without the guidance of 'Iron Mike Goodman', things would not have gone as smoothly as they did. CSM Goodman is a true representation of the qualities I hope to attain if I am fortunate enough to become a Command Sergeant Major. What more can I say about CSM Goodman other than his motto, 'If you're scared, say your scared!'

My first true working experience with a Battalion Commander was with LTC Carol J. Szarenski. LTC Szarenski was an outstanding Battalion Commander. Mission first, SOLDIERS ALWAYS, was definitely her motto. No issue about a soldier and their well-being was too small for her to consider. She cared about the well being of our huge 850 person battalion and made every effort to KNOW all the soldiers. LTC's Carol and Dan Szarenski have since retired and are enjoying life, traveling around in their RV, and spending quality time with each other.

In July of last year, LTC D.J. Reyes took over the reins of the Battalion. On day one of his Command, LTC Reyes encountered a multitude of events that have lead the Battalion to where we are today. A much smaller battalion with a Military Intelligence mission, a total change from the Garrison mission that the battalion had on the day before his Change of Command. LTC Reyes has been and will continue to be the focal point for the vast mission that the battalion has assumed, training units for the Interim Brigade Combat Team (IBCT) and Trends Reversal/Focus Rotation (TR/FR). While the LTC is very involved in the development and implementation of this new mission, he too is a SOLDIER-oriented Commander that will continue to make this Battalion the best Battalion on Fort Huachuca.

As I stated earlier, I have seen so many soldiers come and go. The size of the company has varied immensely, from 250 soldiers up to almost 300, and now down to our current strength of 105 soldiers. I have watched over 540 soldiers come and go within the company. That is over 640 soldiers that I have had the opportunity to work with. I have been VERY, VERY fortunate in being granted this opportunity. I looked over the list of departed soldiers on numerous occasions. The memories that arise by simply looking at the names is astounding. Some memories are better than others, but nonetheless, all the names mean something to me.

I have always believed that a person's success at a unit can be easily measured. When I depart a unit, I simply ask myself one question, "Did I make a difference, even if only for one person?" I know in my heart that I can honestly say loudly and proudly, "Yes I did!" I will remember all of you and miss you all very much. Good luck in all you do in the future and thank you for sharing the experience with me.

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What's New

What's New Promotions:

PFC Ginger Cooper
SPC Oghogho Osemota
SPC Joseph Ranalla
SPC John Scott
SGT Amanda Prier
SGM Michael Smith
LTC Timothy Keasling
SFC Suzanne Sueing

Course Graduates:

SPC Mays - PLDC
SPC Amanda Prier - PLDC
SGT Carmela Whited - BNCOC
SFC Suzanne Sueing - ANCOG
SSG(P) Steven Key - ANCOG
SSG(P) Jeffrey Hellen - ANCOG
CPT Monica Cater - AICC
1LT Mindee Summers - EORC
1LT Mindee Summers - UPL
SPC Curtis Smith - NBCD
SPC John Scott - NBCD

Soldier/NCO of the Month

SGT Benjamin Sones was selected as Battalion Soldier of the Month and Brigade Soldier of the Month for January 2001. SGT Sones works in the Office of the Registrar.

SPC William South was selected as Battalion, Brigade, and Post Soldier of the Month for February 2001. SPC South works in the Battalion S2.



Births:

Andrew Denton was born on 27 December 2000. Proud parents are SPC and Mrs. Jeffrey Denton. SPC Denton works in the Protocol Office of the Command Group.

Hannah Krause was born on 28 February 2001. Proud parents are SSG and Mrs Timothy Krause. SSG Krause works in the Command Section of the Command Group.

Range Qual Kudos

The M16 Range has 40 targets for soldiers to shoot at. The individuals below scored Expert, hitting the number of targets indicated:

SGT Benjamin Sones - 40
SFC Christopher Melton - 39
SGT Gerald Vassallo - 38
SPC Colin Brown - 38
SGT George Drye - 39
SSG Timothy Krause - 38

Arrivals/Departures

Hails:

SGT G. Drye - Chapel
SGT T. Daily - SJA
CSM L. Haubrich -
MI Corps CSM
PFC G. Cooper - Chapel
SFC R. Harbor - Bn S3
SFC P. Green - EO
SFC C. Melton - Bde Retention
SPC C. Smith - Bn S3
SGT S. McDougale - Retention
SPC C. Ward - Cmd Group
PVT G. Turner - Co Supply
1LT J. Salazar - SJA
1LT C. Deichert - SJA

Farewells

SFC M. Jarman - Registrar
SFC S. Harvey - Post EO
SSG Y. Powell-Barnett -
Post Security
SGT B. Allen - SSO
SGT W. Tully - SSO
SFC F. Brackins - Post Security
SSG C. Lane - Post Security
SPC N. Langley - Post Security
SGT S. Jones - SSO
SPC C. Brown - Post Security
SPC M. Carter - SSO
SGT J. Manuel-Shroeder - SSO
SPC R. Rodriguez - SSO
SFC J. Tullis - Bn S2
CSM S. Chunn - MI Corps CSM
SPC A. Duckwiler - SJA
SSG E. Nelson - Registrar
PV2 P. Smith - Company Supply
SGT L. Mays - Bn S1
SPC J. Denton - Protocol
SFC G. O'Brien - Retention
MSG C. Hurley - Post EO
SPC R. Young - Co Operations

New Equal Opportunity Representatives

SSG Rodney Eden - CO EOR - 533-3044

SSG Suzette Tully - BN EOR - 533-5528

CSM's Corner



First of all I would like to welcome the FIDC to the 306th team and to talk about some of the things that high on my priority list.

Physical Fitness: I have seen drastic improvements through out the Bn since we went to a five day PT Program. Physical fitness should be the first priority of the day for ALL soldiers! Soldiers feel good about themselves and can deal with everyday pressures and stresses in this fast moving environment. NCOs need to continue to be out there with the soldiers everyday, leading from the FRONT, showing what right looks like! Bottomline is that soldiers EXPECT you to lead from the FRONT! They will not respect, follow, or learn from a overweight, excuse ridden, non PT Sergeant! I have heard complaints that Officers don't participate in the Bn Quarterly Runs. NCOs I give you these words of thought **"If your scared of your Officer, then say your scared"**. Encourage them to attend good PT with THEIR soldiers. Apply the pressure, remind them of

their roles as leaders, Train them also! Soldiers won't follow a overweight, excuse ridden, non PT Officer either!

Training: Don't waste soldiers time. Insure it is well thought out, planned, rehearsed, certified before executing. To many times we have attended some sort of TRAINING where the Instructor was not prepared or worse yet had no idea what in the world they were doing. Our soldiers are a very valuable asset to our Army and are deserving the best that we can give them.

Retention: You all have done a GREAT Job in keeping our outstanding soldiers and NCOs in the Army. For the second straight Quarter you have led the way for the 112th Bde and Ft Huachuca in retention. I encourage you to keep up the fire on retention and set the Standard for others to follow!

Overall, I am very proud of the soldiers and NCOs of this Bn. You have led the way through a difficult transition with extreme shortages of soldiers. The Bn has lived up to its motto

"Deeds not Words!"



I feel like a Mole!

During the Grenade Course soldier scurried through tunnels enroute to their next target. While going through the tunnel, their "buddy" watched for enemy movement from the rear flank position.

Equal Opportunity & Common Sense News

By SSG Suzette Tully
Battalion Equal Opportunity
Representative

Do I have news for you! Who am I you ask? I am SSG Suzette M. Tully and I am your Bn Equal Opportunity Representative (EOR). I have some great news to put out about the EO world. In addition, I have some information not necessarily related to EO topics but are just as important for your own piece of mind.

Temporary Duty Assignments and the Regulation: As a soldier, especially at 306th MI Bn, our mission requires the majority to be on TDY status on a regular basis. That can be stressful at times for you and your families. So I decided to ask questions about the guidelines concerning TDY so that you can be informed of the new guidance that is out there.

The TDY PERTEMPO Legislation states that in order to accurately capture the data required on soldiers' time away it requires leaders' time and attention. Therefore, they came up with a new web application that is an automated version of the morning report in many ways. This application track the day you start TDY to the day you finish. It does not have to

be a full 24 hr. period either. The categories that constitute TDY are as follows: participating in operations, exercises, unit training (on and off post), and mission support temporary duty. Categories that do not constitute TDY include, but are not limited to are permissive TDY and guard duty.

Now that we know some of the guidelines here are some criteria's which benefit the service member. When a soldier reaches 182 days in a 365 day rolling window, he/she is classified as a "High Deployment Soldier" and the first General Officer in the chain of command must have visibility of that soldier and must manage that soldiers' deployed time beyond the 182 day mark. When a soldier reaches 220 deployed days, the component commander or designated first four star in the soldier's chain of command must approve the continued deployment or each new deployment of that soldier within the 365 day rolling window. When soldiers are deployed beyond 400 days in a 730 rolling window (which is 2 yrs) they are entitled to \$100 per day per diem. The 365 and 730 day rolling window are a day-by-day determination of a soldier's need for management approvals and/or eligibility for per diem based upon the total number of

deployment days within the window.

One of the main question asked by soldiers to date is, Can the per diem be waived if the soldier wishes to deploy beyond the 220-day management threshold? The answer is no, soldiers cannot waive management per diem. Soldiers however, can request through their chain of command to be approved for continued deployment by the managing general officer.

There is a lot of information in regards to TDY and the PERTEMPO. For day to day update you can log on to the ARMY'S Homepage or PERSCOM on line for your questions.

Physical Training 5 Days a Week! Why? "Because it's good for you that's why!" How many have heard that remark in the last few months. Still most of you say that's not a good reason for the change. "Show me in writing you say." "Okay, I'll except that challenge!"

I did a little research and inquiring and guess what I found! In accordance with FM 21-20 and AR 350-15 it states and I quote "That vigorous physical

See EO News on page 7



Watch out for the wire!

One of the obstacles that soldiers were required to navigate during the Grenade Assault Course was to low-crawl underneath the wire obstacle on their way to the bunker they were required to destroy.

What's Happening Next...

HQ Co Spouses Coffee Scheduled: There will be a spouse coffee on 11 April 2001 at 1830 hours (6:30 PM) hosted by Lindy Roberts. The coffee will be held at 1SG Roberts and Lindy's house, 1965 Piccadilly Drive, Sierra Vista. They will provide hamburgers and hot dogs; all others attending are encouraged to bring salads, covered dishes, or desserts. For more information call the Commander or 1SG at 533-3800/3216 or Lindy at 417-9028. All company spouses are encouraged to attend.

Community News:

- ⇒ Closure of Burger King: Effective 19 March, the Burger King on Post will be closed in order to install a new roof. Burger King will reopen on 8 April.
- ⇒ Golf Tournament Downtown, 31 March - 24 April. Watch local newspaper and Fort Huachuca Scout for more information.

Women's History Month Luncheon will be held on 29 March, 1130 hours, at the La Hacienda Club. If you are interested in attending, contact 1SG Roberts for tickets. Cost is \$8 per person.

ACS News

- ⇒ First Step is in need of volunteers to go into hospitals and visit new parents to offer parenting information, emotional support, and make referrals to community resources. Point of Contact is Joan Jurik, 533-6877/2330.
- ⇒ Kids on the Block program, a puppet based program dealing with children's health and family issues, is in need of volunteers. Training is provided on Wednesday evenings. Call 533-2993 or 2330 for more information.
- ⇒ AFAP Conference has been rescheduled due to the Commanding General's (CG) busy schedule. New date is 7-8 May. New training will be made available to anyone who is still interested WE NEED YOU! Also need Fort Huachuca issues that we can brainstorm and take solutions to the CG to see that we make Fort Huachuca a better place for everyone. Issue areas to consider are: consumer services, family support, housing, youth services, soldier support, morale, welfare, and recreation. You can call Gail Parrish, 452-8140 with any of these issues.

MI Museum Gift Shop is in need of volunteers. Days available are Wednesday and Friday, 10 a.m. to 2 p.m. Volunteers can volunteer for 2 or 4 hour shifts. Call Leslie Higgins at 459-5012 for more information.

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fitness training will be conducted 3 to 5 times per week. For optimal results, commanders must strive to conduct 5 days of physical training per week. Ideally, at least three exercise sessions for CR fitness, muscle endurance, muscle strength, and flexibility should be performed each week to improve fitness levels. Thus, for example, to obtain maximum gains in muscular strength, soldiers should have at least three strength-training sessions per week. Three physical activity periods a week, however, with only one session each of cardio respiratory, strength, and flexibility train-

ing will not improve any of these three components".

Therefore, as you can see the change of command is not pulling this out of the "air". It's in writing and it's a requirement. Let's all get motivated, stop your moaning and save your oxygen for PT 5 days a week!

EO News and Upcoming Events:

March is Women's History Month and in celebration we have a few post events that are coming up to honor this event. On March 29 at Lakeside Club there will be a Women's History Luncheon from 1100-1300 hrs. Those who are interested please give me a call at 533-6628 and I will sell you tickets to this event. Tickets are \$8.00 a person.

Secondly, MSG Hurley, Post Equal Opportunity Advisor is retiring and going on to bigger things. Let us all show our support for a NCO whom not only helped you out when you needed it but was a friend, an instructor when you needed it. So if you see him congratulate him and wish him luck on his future endeavors.

Finally, but certainly no less important. I want to promise all of you in the Battalion that if you every need to talk to me regardless of the topic I am here to listen and represent. To make this easier for you all to get in touch with me you can contact me via Microsoft Exchange, via telephone at 533-6628 or page me at (520) 417-5046.

Answers to Pictures on page 8: From top left to bottom right: President George W. Bush; Secretary of Defense Donald H. Rumsfeld; Secretary of the Army - Honorable Joseph W. Westphal, Ph.D.; Chief of Staff of the Army - General Eric K. Shinseki; Sergeant Major of the Army - SMA Jack L. Tilley; TRADOC Commander - General John N. Abrams; TRADOC Command Sergeant Major - CSM John Beck; United States Army Intelligence Center and Fort Huachuca Commander - Major General John D. Thomas, Jr.; United States Army Intelligence Center and Fort Huachuca Commander - Sergeant Major Lawrence J. Hahrich; 112th MI Brigade Commander - Colonel Gary L. Parrish; 112th MI Brigade Command Sergeant Major - CSM Mike Barnett; 306th MI Battalion Commander - Lieutenant Colonel D. J. Reyes; 306th MI Battalion Command Sergeant Major - CSM Charles M. Goodman; HQ Company Commander - Captain Monica M. Catter; HQ Co First Sergeant - 1SG

Who's Who?

**Can you identify everyone in these pictures?
You should be able to; they play an important part
in your military life.**

